Alberta Employment and Immigration

May 2009

Bargaining Update

Summary of Key Alberta Labour Activity

Bargaining Update provides a summary of key labour settlements and disputes, economic trends and other factors or events relevant to the Alberta labour scene.

Bargaining Update

Introduction

Bargaining Update provides information about the unionized workforce, primarily in Alberta. There are approximately 1,992,900[1] Albertans employed, of which about 348,100 are self-employed. The unemployment rate nationally has remained constant at 8.0% with a net gain of 35,900 jobs. Unemployment in Alberta edged up between March and April, moving from 5.8% to 6.0%. There are approximately 404,400 Albertans covered by union agreements. Alberta's union membership rate is 25.0% while nationwide the union membership rate is 31.9%[2].

[1]Seasonally adjusted

[2]Statistics Canada Labour Force Survey (LFS)

Highlights

The strike/lockout involving UFCW, Local 401 members with Old Dutch Foods Ltd. (Calgary), which began on March 29, 2009, continues. Three agreements have been reached between the City of Edmonton and three major unions. These involve the Civic Service Union 52 (inside workers); CUPE, Local 30 (outside workers); and the Amalgamated Transit Union, Local 569. Memorandums of agreement have been reached between the City of Calgary and CUPE, Local 38 (inside workers) and CUPE, Local 37 (outside workers).

Quarterly Public and Private Sector Settlement Trends in Alberta

Number of Employees Covered by Ratified Collective Bargaining Agreements													
Year	2007					2008					2009		
Quarter	1	2	3	4	Total	1	2	3	4	Total	1	2 *	Total
Public	5,896	6,555	49,525	12,848	**74,824**	27,457	6,879	29,939	22,091	**86,366**	1,503	29	**1,532**
Private	4,303	6,601	12,638	16,957	**40,499**	19,428	13,270	5,805	10,435	**48,938**	1,704	125	**1,829**
All	10,199	13,156	62,163	29,805	**115,323**	46,885	20,149	35,744	32,526	**135,304**	3,207	154	**3,361**
Average Annual Wage Change %													
Year	2007					2008					2009		
Quarter	1	2	3	4	Total	1	2	3	4	Total	1	2 *	Total
Public	3.9	4.2	4.9	2.3	**4.3**	2.0	4.2	4.2	4.7	**3.6**	2.8	4.0	**2.8**
Private	4.1	6.0	5.9	6.2	**5.9**	3.9	4.6	4.1	4.9	**4.3**	1.6	1.1	**1.5**
All	4.0	5.1	5.1	4.5	**4.8**	2.8	4.5	4.2	4.8	**3.9**	2.2	1.6	**2.1**

* year-to-date

Note:
Employee counts may change over the term of the Collective Bargaining Agreement (CBA). The number of employees covered by an agreement is based on the number of employees reported when a CBA is filed. Settlement data reflects the percent change in wages over the term of the agreement.

Wage change percentages are weighted. Details of the calculation methodology can be obtained from the Data Development and Evaluation Branch of Alberta Employment and Immigration by calling (780) 427-8531.

Wage Settlements In Alberta By Industry – 2007 to 2009 (May)

Time period of Settlement by Industry	Number of Agreements	Number of Employees	Weighted Avg. Duration (months)	Percentage Change Weighted Average Annual	Percentage Change Total Over Duration
Accommodation And Food Services					
2009	0	0	0.0	0.0	0.0
2008	6	632	36.7	4.3	15.6
2007	6	959	51.4	2.7	12.4
Administrative And Support, Waste Management And Remediation Services					
2009	1	214	36.0	2.6	8.1
2008	2	145	30.6	3.9	11.2
2007	6	415	39.8	5.3	19.1
Agriculture, Forestry, Fishing And Hunting					
2009	0	0	0.0	0.0	0.0
2008	0	0	0.0	0.0	0.0
2007	0	0	0.0	0.0	0.0
Arts, Entertainment And Recreation					
2009	1	1	12.0	0.0	0.0
2008	2	2	12.0	0.0	0.0
2007	9	780	33.0	5.9	16.5
Construction					
2009	3	840	31.2	0.0	0.0
2008	17	8,931	42.8	5.7	22.0
2007	39	27,461	45.1	6.1	25.0
Educational Services*					
2009	2	146	32.0	3.0	8.6
2008	79	37,835	51.6	2.3	9.1
2007	35	16,916	39.8	2.4	6.7
Finance And Insurance					
2009	0	0	0.0	0.0	0.0
2008	2	9	36.0	5.7	18.0
2007	1	1,890	24.0	7.3	15.1
Health Care And Social Assistance					
2009	8	599	37.8	3.2	10.6
2008	47	57,383	38.2	4.7	15.3
2007	51	29,974	34.4	4.7	14.4
Information And Cultural Industries					
2009	2	77	36.0	3.8	11.9
2008	1	55	24.0	7.3	15.1
2007	7	271	33.2	4.0	11.2
Management of Companies And Enterprises					
2009	0	0	0.0	0.0	0.0
2008	0	0	0.0	0.0	0.0
2007	0	0	0.0	0.0	0.0

*** *Public sector settlements do not reflect settlements based on Average Weekly Earnings in Alberta (AWEA) due to pending settlement information for 2009-2012. Current settlements include a 3.0% increase for 2007 and 4.53% for 2008**

Time period of Settlement by Industry	Number of Agreements	Number of Employees	Weighted Avg. Duration (months)	Percentage Change Weighted Average Annual	Total Over Duration
Manufacturing					
2009	0	0	0.0	0.0	0.0
2008	23	2,097	34.6	6.3	18.2
2007	49	4,139	34.1	4.8	14.2
Mining And Oil And Gas Extraction					
2009	1	358	60.0	2.8	14.7
2008	1	50	32.0	3.1	8.5
2007	3	2,477	32.3	7.1	20.4
Other Services (except Public Administration)					
2009	1	2	25.0	1.4	2.8
2008	9	291	25.5	4.7	10.5
2007	5	192	28.0	6.5	14.5
Professional, Scientific And Technical Services					
2009	0	0	0.0	0.0	0.0
2008	1	75	36.0	1.3	4.0
2007	1	4	33.0	0.0	0.0
Public Administration					
2009	17	1,001	28.9	2.6	6.8
2008	26	4,300	33.9	4.4	12.9
2007	30	23,204	35.4	4.7	14.6
Real Estate And Rental And Leasing					
2009	0	0	0.0	0.0	0.0
2008	2	40	29.7	7.6	20.3
2007	1	73	24.0	10.1	21.3
Retail Trade					
2009	0	0	0.0	0.0	0.0
2008	10	15,411	43.0	3.1	12.8
2007	2	104	36.0	3.7	11.4
Transportation And Warehousing					
2009	5	44	27.3	3.2	8.2
2008	15	1,004	36.6	7.1	23.1
2007	16	3,217	35.9	4.5	14.1
Utilities					
2009	1	64	24.0	2.0	4.0
2008	9	4,931	24.1	3.0	6.3
2007	12	3,175	30.4	5.8	15.5
Wholesale Trade					
2009	0	0	0.0	0.0	0.0
2008	4	963	46.5	5.0	26.2
2007	2	72	24.0	5.7	11.7

**Public sector settlements do not reflect settlements based on Average Weekly Earnings in Alberta (AWEA) due to pending settlement information for 2009-2012. Current settlements include a 3.0% increase for 2007 and 4.53% for 2008

Alberta Settlements

(Note: Settlements presented in this section are selected from those with 100 or more employees.)

Employer	Union	No. of Employees	Duration (months)	Expiry Date	Terms
Health Care and Social Assistance					
Carewest (Calgary)	HSAA	135	36	June 30, 2011	1st year 5.0% 2nd year 5.0% 3rd year 4.5% or AWEA
Public Administration					
City of Edmonton	CSU 52	3,287	24	December 31, 2010	1st year 4.5% 2nd year 4.5%
City of Edmonton (outside workers)	CUPE, Local 30	1,719	24	December 31, 2010	1st year 4.5% 2nd year 4.5%
City of Edmonton	Amalgamated Transit Union, Local 569	1,500	24	December 31, 2010	1st year 4.5% 2nd year 4.5%
Manufacturing					
Quebecor World Inc.	CEP, Local 255G	260	60	May 13, 2013	1st year 0% 2nd year -5.0% 3rd year 0% 4th year 1.5% 5th year 1.5%

Major Negotiations Underway

Employer	Union	No. of Employees	Expiry Date	Details
Public Sector				
Parkland Community Living	AUPE	460	First Agreement	Negotiations continue.
Dynalife Labs – Edmonton/ Fort McMurray	HSAA	827	First Agreement	Negotiations continue.
Grace Manor (Edmonton)	AUPE	200	30-Sep-2008	Negotiations continue.
University of Alberta	NASA	4,300	31-Mar-09	Negotiations continue.
MacEwan College	Support Staff Association	620	30-Jun-08	Negotiations continue.
Norquest College	Faculty Association	325	30-Jun-09	Negotiations continue.
Athabasca University	Faculty Association	200	30-Jun-09	Negotiations continue.
Keyano College	Faculty Association	130	30-Jun-09	Negotiations continue.
Fort McMurray Separate School Division	Support Staff Association	160	31-Aug-08	Negotiations continue.
Regional Municipal District of Wood Buffalo	Firefighters, Local 2494	137	31-Dec-07	In Arbitration.
City of Calgary	Police Association	1,440	09-Jan-09	Negotiations continue.
City of Calgary (inside workers)	CUPE, Local 38	2,800	04-Jan-09	Memorandum of agreement
City of Calgary (outside workers)	CUPE, Local 37	2,040	04-Jan-09	Memorandum of agreement
City of Edmonton	Police Association	1,450	24-Dec-08	Negotiations continue.
City of Lethbridge	CUPE, Local 70	627	31-Dec-08	Negotiations continue.
City of Medicine Hat	CUPE, Local 46	600	31-Dec-08	Negotiations continue.
Private Sector				
Old Dutch Foods Ltd. (Calgary)	UFCW, Local 401	181	16-May-08	Strike/Lockout.
GATX Rail Canada	CEP, Local 777	636	09-Jan-09	Memorandum of agreement
Maple Leaf Foods – Maple Leaf Pork (Lethbridge)	UFCW, Local 401	260	31-Mar-09	Negotiations continue.
Hinton Wood Products	CEP, Local 855	636	31-May-08	Negotiations continue.
Laidlaw Transit Ltd. – First Student Canada (Edmonton region)	Miscellaneous Employees (Teamsters), Local 987	400	First agreement	Negotiations continue.
Canada Safeway – Lucerne Foods Meat Plant (Calgary)	UFCW, Local 373A,/401	500	31-Aug-08	Negotiations continue.
Compass Canada (Suncor Firebag)	UNITE-HERE, Local 47.	116	First Agreement	Negotiations continue.

Recent Settlements in Other Jurisdictions

Employer	Union	No. of Employees	Duration	Expiry Date
Public Sector				
British Columbia				
Cowichan Valley Regional District	CUPE, Local 358	210	48	31-Dec-11
Terms: 1st year 3.5%, 2nd year 3.5%, 3rd 3.5%, 4th year 3.5%. Source: Business Council of British Columbia, "Industrial Relations Bulletin", April 17, 2009.				
Ontario				
Wellington Catholic District School Board	Ontario English Catholic Teachers' Association	513	48	31-Aug-12
Terms: 1st year 3.0%, 2nd year 3.0%, 3rd year 3.0%, 4th year 3.0%. Source: Ontario Labour, "Collective Bargaining Highlights", September 2008.				
New Brunswick				
Government of New Brunswick	N.B. Teachers' Federation	8,000	48	29-Feb-12
Terms: 1st year 4.0%, 2nd year 3.5%, 3rd year 4.0%, 4th year 3.0%. Source: Human Resources and Skills Development Canada, "Industrial Relations Bulletin", April 30, 2009.				
Nova Scotia				
Government of Nova Scotia	N.S. Teachers' Union	10,000	24	31-Jul-10
Terms: 1st year 2.9%, 2nd year 2.9%. Source: Human Resources and Skills Development Canada, "Industrial Relations Bulletin", April 30, 2009.				
Newfoundland and Labrador				
Government of Newfoundland and Labrador	NAPE	6,580 (support employees)	48	31-Mar-12
Terms: 1st year 8.0%, 2nd year 4.0%, 3rd year 4.0%, 4th year 4.0%. Source: Human Resources and Skills Development Canada, "Industrial Relations Bulletin", April 30, 2009.				
Canada				
Government of Canada	PSAC	80,140 (Program and Administrative Services)	48	20-Jun-11
Terms: 1st year 2.3%, 2nd year 1.5%, 3rd year 1.5%, 4th year 1.5%. Source: Human Resources and Skills Development Canada, "Workplace Bulletin", February 27, 2009.				
CBC/Radio-Canada	Communications Workers of America	5,500	60	31-Mar-14
Terms: 1st year 1.5%, 2nd year 1.5%, 3rd year 0%, 4th year 0%. 5th year 0%. Source: Human Resources and Skills Development Canada, "Workplace Bulletin", April 30, 2009.				
Private Sector				
Manitoba				
Motor Coach Industries Ltd.	Machinists	720	36	31-Jun-12
Terms: 1st year 3.5%, 2nd year 3.0%, 3rd 2.0%. Source: Business Council of British Columbia, "Industrial Relations Bulletin", April 30, 2009. .				

Recent Labour Relations Developments in Other Jurisdictions

British Columbia

About 3,400 emergency medical services employees with the B.C. Ambulance Service commenced strike action on April 1, 2009. A mediator had been appointed on March 4, 2009 for a collective agreement that expired March 31, 2009. On March 31, 2009, the union rejected an offer by the Minister of Health Services for a 90-day extension to the most recent employer proposal and the appointment of an independent "fact-finder". Also, on March 31, 2009, the B.C. Labour Relations Board issued an interim Essential Services Order designating all emergency ambulance responses and non-emergency inter-facility patient transfers by ground or air, as well as dispatch services, to be essential and not to be negatively impacted by job action. CUPE told the mediator on April 8, 2009 that their assistance was no longer required. They have requested the province appoint the mediator of their choice, Vince Ready, but the request has been declined.

Source: B.C. Ambulance Service, "Update on Paramedic Service", April 16, 2009.

Ontario

About 1,800 CUPE, Local 82 (outside workers) and Local 543 (inside workers) with the City of Windsor have been on strike since April 15, 2009. The two key issues in the disputes have been wages, along with benefits for new employees. Negotiators for both the City and union locals are meeting with officials from the benefits firm Greenshield to discuss benefits issue. CUPE National Presidential Paul Moist visited Windsor on May 6, 2009 to offer support to striking workers. A consequence of the strike is the accumulation of garbage around the City.

Source: windstar.com, "Garbage piles up as city strike continues", April 16, 2009, and Dave Battagello, "Glimmer of hope in city strike", May 6, 2009.

A tentative agreement has been reached between the Red Cross and the Service Employees International Union, Local 1, representing home care workers across the province. This ends a series of rotating strikes that had been held in various locations. Travel time was a major issue in negotiations, as the home care workers are required to use their own time to travel between clients' homes. The union indicates the workers often experience 12-hour days, and are only paid for six. Another key issue was wages, which begin at $11 an hour and top out at $14, compared to other long-term care workers who earn about $17 per hour. The ratification process is expected to take about three weeks.

Source: woodstocksentinelreview.com, Heather Rivers, "Tentative deal reached with Red Cross homecare workers", May 4, 2009.

Members of the Canadian Auto Workers (CAW) at General Motors in Oshawa, Windsor, St. Catherines, and Woodstock, Ontario have ratified a new collective agreement. The agreement includes cost-saving provisions involving compensation, health and other benefits, work practices and productivity improvements, as well as a restructuring of the pension plan. CAW Bargaining Committee Chair Chris Buckley said the restructuring will help secure GM's financial footing in Canada and protect thousands of Canadian jobs in the face of possible bankruptcy protection filing.

Source: CAW News Release, "CAW Members Ratify Restructuring Deal with General Motors", May 25, 2009.

Newfoundland and Labrador

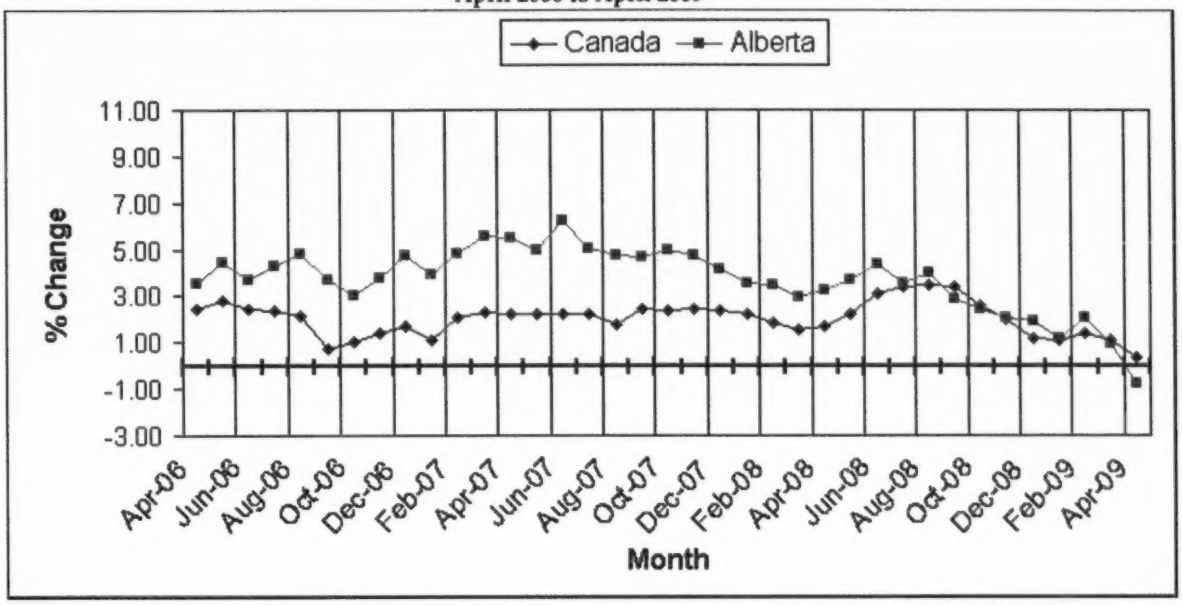
The province's 5,000 registered nurses completed voting on May 8, 2009 on a provincial government "final offer". The Newfoundland and Labrador Nurses' Union had recommended rejection of the offer, and a vote count on May 9, 2009 determined the offer was rejected by 63% of those voting. The provincial government offered a 20% increase (21.5% compounded) over four years, the same as that accepted by other public sector unions. The main objections of the Nurses' Union to the offer were over a proposed market adjustment measure that would allow, in some cases, newly-hired nurses to be paid more than those doing the same work, and a change to loss of earnings benefits that would allow the province to terminate nurses who become permanently disabled on the job, after they have received two years of earnings loss benefits. Nurses' Union President Debbie Forward said she was still hopeful the province would send the dispute to arbitration, rather than risk a strike. The province stated it was not prepared to go to arbitration. The earliest strike action could have commenced was May 18, 2009. The parties reached a tentative agreement, subject to ratification, on May 20, 2009, providing for a 21.5% compounded increase, and 31% for new nurses and 27% for senior nurses.

Source: allheadlinenews.com, "Newfoundland nurses agree to 21.5 percent wage hike over four years, averts strike", May 20, 2009.

Consumer Price Index (CPI), Canada versus Alberta

Year over Year % Change (Monthly in CPI: Canada & Alberta (2002=100)

April 2006 to April 2009



Consumer Price Index (2002=100): Canada, Alberta, Edmonton & Calgary, 2006 to 2009

	Canada		Alberta		Edmonton		Calgary	
Year	CPI (2002=100)	Yr. Over Yr. % Change (Annual)	CPI (2002=100)	Yr. Over Yr. % Change (Annual)	CPI (2002=100)	Yr. Over Yr. % Change (Annual)	CPI (2002=100)	Yr. Over Yr. % Change (Annual)
2006	109.12	2.00	112.34	3.88	112.01	3.12	111.92	4.56
2007	111.45	2.14	117.88	4.93	117.43	4.84	117.97	5.40
2008	114.11	2.39	121.63	3.18	121.39	3.37	121.79	3.24
Month (2007/2008)	CPI (2002=100)	Yr. Over Yr. % Change (Monthly)	CPI (2002=100)	Yr. Over Yr. % Change (Monthly)	CPI (2002=100)	Yr. Over Yr. % Change (Monthly)	CPI (2002=100)	Yr. Over Yr. % Change (Monthly)
Apr-08	113.5	1.70	121.3	3.23	121.2	3.59	121.2	3.06
May-08	114.6	2.23	122.2	3.74	121.9	4.10	122.3	4.00
Jun-08	115.4	3.13	124.0	4.38	123.7	4.30	123.9	4.47
Jul-08	115.8	3.39	123.3	3.53	123.6	4.04	123.0	3.27
Aug-08	115.6	3.49	124.1	4.02	123.6	3.78	124.4	4.27
Sep-08	115.7	3.40	122.8	2.85	122.3	2.69	123.1	3.19
Oct-08	114.5	2.60	121.5	2.45	121.3	2.54	121.8	2.61
Nov-08	114.1	1.97	121.6	2.10	121.4	2.19	122.0	2.43
Dec-08	113.3	1.16	121.2	1.93	121.0	2.02	121.8	2.35
Jan-09	113.0	1.07	120.2	1.18	120.2	1.43	120.7	1.51
Feb-09	113.8	1.43	121.5	2.10	121.5	2.36	121.9	2.35
Mar-09	114.0	1.06	120.9	0.92	120.9	1.17	121.3	1.08
Apr-09	113.9	0.35	120.4	-0.74	120.5	-0.58	120.8	-0.33

Year over Year % Change (Annual) - (Ave. of current year CPI - Ave. of previous year CPI) / Ave. of previous year CPI x 100

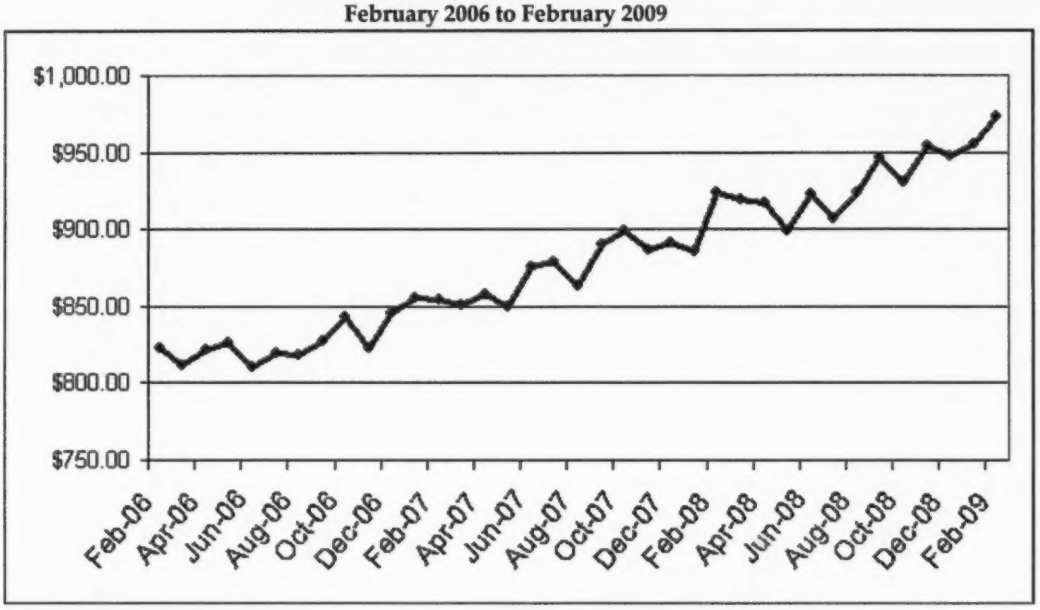
Year over Year % Change (Monthly) - (Current month CPI - Same month previous year CPI) / Same month previous year CPI x 100

Source: Statistics Canada Consumer Price Index

Average Weekly Earnings Alberta (AWEA)

Year over Year Change (Monthly in AWEA*)

February 2006 to February 2009



Monthly AWEA		
		Yr. Over Yr. % Change (Monthly)
Feb-08	$924.01	8.15
Mar-08	$919.75	8.07
Apr-08	$917.31	6.93
May-08	$899.57	5.83
Jun-08	$923.07	5.49
Jul-08	$906.46	3.11
Aug-08	$923.47	6.98
Sep-08	$946.70	6.41
Oct-08	$930.75	3.54
Nov-08	$954.05	7.56
Dec-08	$947.61	6.33
Jan-09	$955.35	7.86
Feb-09	$973.61	5.37

Yearly AWEA		
		Yr. Over Yr. % Change (Annual)
2004	$741.06	3.32
2005	$783.90	5.78
2006	$823.35	5.03
2007	$871.06	5.79
2008	$923.21	5.99

*The average weekly earnings for Alberta (based on the Statistics Canada Survey of Employment, Payrolls and Hours), unadjusted for seasonal variation, by type of employee for selected industries classified using the North American Industry Classification System (NAICS), monthly (Dollars) (281-0026).

Year over Year % Change (Annual) - (Ave. of current year AWEA - Ave. of previous year AWEA) / Ave. of previous year AWEA x 100

Year over Year % Change (Monthly) - (Current month AWEA - Same month previous year AAWE) / Same month previous year AWEA x 100

Source: Statistics Canada, table 281-0026

Union Name Listing

Asbestos Workers – International Association of Heat and Frost Insulators and Asbestos Workers
ATA – Alberta Teachers' Association
ATU – Amalgamated Transit Union
AUPE – Alberta Union of Provincial Employees
Bakery Workers – Bakery, Confectionery and Tobacco Workers International Union
Boilermakers – International Brotherhood of Boilermakers, Ironship Builders, Blacksmiths, Forgers, and Helpers
Bricklayers – International Union of Bricklayers and Allied Craftsworkers
CAAMSE – Central Alberta Association of Municipal School Employees Union
Carpenters – United Brotherhood of Carpenters and Joiners of America
CAW – Canada National Automobile, Aerospace, Transportation and General Workers Union of Canada
CEP - Communications, Energy and Paperworkers Union
CLAC – Christian Labour Association of Canada
Communications Workers – Communications Workers of North America
COPE – Canadian Office and Professional Employees Union
CSU 52 – Civic Service Union 52
CUPE – Canadian Union of Public Employees
Elevator Constructors – International Union of Elevators Constructors
GCIU – Graphics Communications International Union
Glass, Molders, Pottery, Plastics – Glass, Molders, Pottery, Plastics and Allied Workers International Union
Glass Workers – Aluminum, Brick and Glass Workers International Union
HSAA – Health Sciences Association of Alberta
IAFF – International Association of Firefighters
IATSE – International Alliance of Theatrical Stage Employees and Moving Picture Machine Operators of the United States and Canada
IBEW – International Brotherhood of Electrical Workers
Iron Workers – International Association of Bridge, Structural and Ornamental Iron Workers
IUOE – International Union of Operating Engineers
Labourers – Labourers' International Union of North America
Machinists – International Association of Machinists and Aerospace Workers
MCWA – Media and Communications Workers of Alberta
Mine Workers – United Mine Workers of America
Musicians – American Federation of Musicians of the United States and Canada
NASA – Non-Academic Staff Association
Painters – International Brotherhood of Painters and Allied Trades
Plasterers/Cement Masons – Operative Plasterers and Cement Masons International Association of the United States and Canada
Plumbers – The United Association of Journeymen and Apprentices of the Plumbing and Pipefitting Industry of the United States and Canada
PPWC – Pulp, Paper and Woodworkers of Canada
PSAC – Public Service Alliance of Canada
SEIU – Service Employees International Union
Sheet Metal Workers – Sheet Metal Workers International Association
Steelworkers – United Steel, Paper and Forestry, Rubber, Manufacturing, Energy, Allied Industrial and Service Workers International Union
Teamsters – International Brotherhood of Teamsters
TWU – Telecommunications Workers Union
UFCW – United Food and Commercial Workers
UNA – United Nurses of Alberta
UNITE HERE – Union of Needletrades, Industrial and Textile Employees and Hotel Employees and Restaurant Employees

Please note that industry associations may not appear in the above listing.